



A STUDY ON JOB SATISFACTION AT BHARATHI CEMENT PVT LT, KADAPA.

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ABSTRACT :

This study was carried out to better understand how employees at Bharathi Cement Pvt. Ltd., feel about their jobs. It looks into key factors that affect job satisfaction, like salary, work-life balance, benefits, training, and safety at the workplace. Feedback was gathered from few employees through a questionnaire and analyzed to identify trends. This project was carried out as part of my academic studies to gain practical insights and understanding. The results show that most employees are generally satisfied with their jobs, especially in areas like safety training and employee benefits. However, some concerns were raised about salary fairness, career growth opportunities, and maintaining a healthy work-life balance. The study suggests that more involvement in decision-making, and fairer compensation, the company can further boost employee performance.

Keywords: Job satisfaction, training, career growth

INTRODUCTION

Job satisfaction is the most important and constantly studied station. It is positive station towards ones job. It is important to mention that the an existent may different stations towards the colourful aspects of job.

Job is a group of position that are analogous as to the kind and position of work. Satisfaction means full filing the requirements and wants. Hand job satisfaction has major influences on the moral performance through its impact on individual provocation and the job satisfaction. Job Satisfaction refers to the one feeling towards the ones job in the company /association.

REVIEW OF LITERATURE

Wickramasinghe(2016) delved the position of job satisfaction endured by the IT graduates employed full-time coastal outsourced IT enterprises in Sri Lanka, the demographic characteristics that prognosticate job satisfaction, comprehensions towards IT jobs in outsourced IT enterprises, development and job hunt intentions. Using a clustered arbitrary sample of 122 repliers who filled in a questionnaire and a Pearson Correlation Measure, he established that gender and term are significant in job satisfaction measures.

Bang(2015) examined the moderating part of age in the connections between leader- member exchange confines and job satisfaction and between job satisfaction and intention to stay among levies in non-profit sports associations. Using a clustered arbitrary sample of 214 levies in 22 non-profit sportz associations and a moderated hierarchical retrogression analysis, he established that age moderated the relationship between professional respect and job satisfaction similar that it was stronger for youthful levies, and job satisfaction had a lesser positive influence on intention to stay for aged rather than youthful levies.

OBJECTIVES

- To know the level of satisfaction of the employees at **BHARATHI CEMENT PVT LTD.**
- To Analyse the factors contributing for employee job satisfaction at **BHARATHI CEMENT.**
- To examine the Role of work environment and safety standards at **BHARATHI CEMENT.**
- To Analyse the impact of compensation and benefits at **BHARATHI CEMENT.**

NEED FOR THE STUDY

Employees satisfaction is a key of success in the organization. It is a significant area where the study is useful to the management to know the satisfaction levels, general attitudes of employees which can result in identifying their problems or requirements as it leads to employee satisfaction, increasing productivity and better understanding.

SCOPE OF THE STUDY

The study has been conducted to know the satisfaction level of the job. The interview has been directly conducted where observation and reality of underlying ideas or opinions are acquired. With The collected information of the company can draw and construct organizational strategies to improved the efficiency and effectiveness of satisfaction level of their job. This study will give way for strengthening their personnel, this study is conducted to know the employee job satisfaction in Bharathi cements, Erraguntla only.

LIMITATIONS OF THE STUDY

- The study is conducted with regard to Bharathi cement Corporation Pvt. Ltd, Kamalapuram only and hence forth eliminating the chances of any comparative study.
- The responses of the respondents may be biased.
- The time available for research of the study was limited.
- Techniques used for the analysis of data are limited to percentages.

RESEARCH METHODOLOGY

SAMPLING SIZE	: The sample size is 110 employees.
SAMPLING METHOD	: Simple random sampling method .
RESEARCH INSTRUMENT	:questionnaire
PRIMARY DATA	:questionnaire
SECONDARY DATA	:google

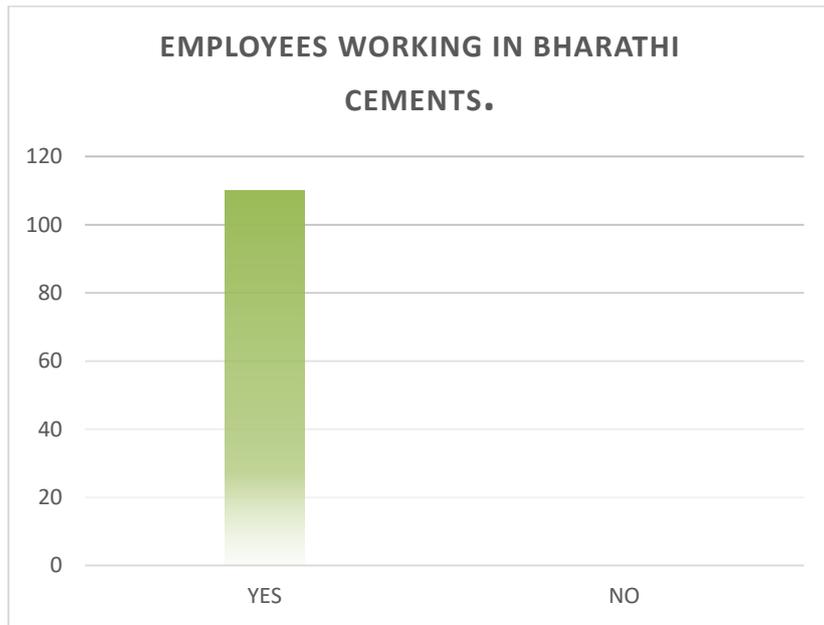
DATA ANALYSIS AND INTERPRETATION

TABLE

ARE YOU WORKING AS A EMPLOYEE IN BHARATHI CEMENTS PVT LTD. ?

EMPLOYEE	RESPONDENTS	PERCENTAGES
YES	110	100
NO	0	0
TOTAL	110	100

CHART :-1



INTERPRETATION :

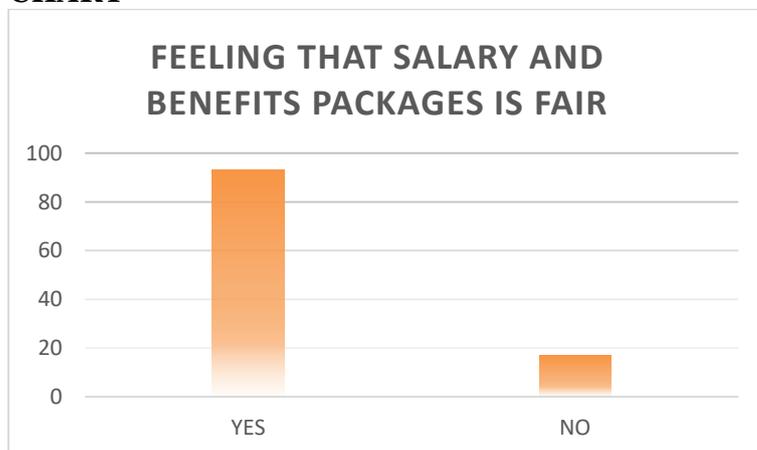
In the above graph shows that 100% respondents are working as employees in the bharathi cements pvt ltd. It is observed that majority 100% of employees were working in the organization.

TABLE

do you feel that your salary and benefits packages is fair and competative for your role and experience?

SATISFACTION LEVEL	RESPONDENTS	PERCENTAGES
YES	93	84.54545455
NO	17	15.45454545
TOTAL	110	100

CHART



INTERPRETATION :

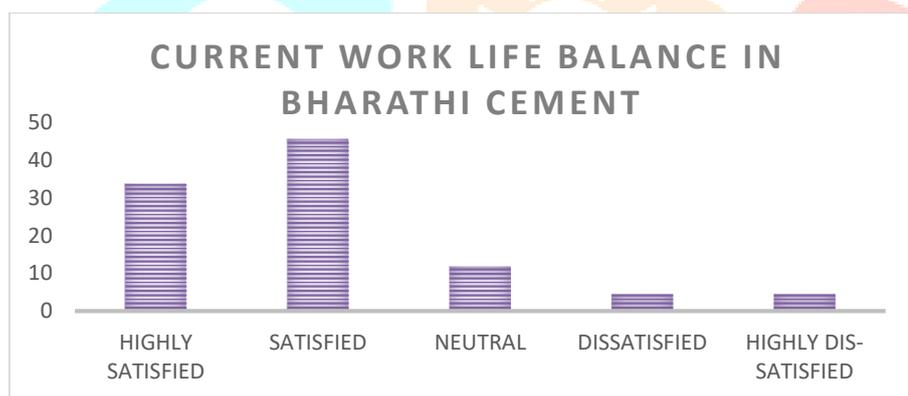
In the above graph shows that 85% respondents are satisfied, 15% respondents are dissatisfied on salary and benefit packages. It is observed that majority 85% of employees were satisfied with salary and benefits packages is fair and competitive of role and experience in the organization.

TABLE

How satisfied are you with your current work-life balance at Bharathi Cements?

SATISFACTION LEVEL	RESPONDENTS	PERCENTAGES
HIGHLY SATISFIED	37	33.63636364
SATISFIED	50	45.45454545
NEUTRAL	13	11.81818182
DISSATISFIED	5	4.545454545
HIGHLY DIS-SATISFIED	5	4.545454545
TOTAL	110	100

CHART :6



INTERPRETATION :

In the above graph shows that 33% respondent are highly satisfied, 45% respondent are satisfied, 12% respondents are neutral, 5% respondent are Dissatisfied and 5% also highly dissatisfied on current work life balance. It is observed that majority 45% of employees were satisfied with current work life balance in the organization.

TABLE

How would you rate your satisfaction with the benefits provided (e.g., health insurance, bonuses, retirement plans, allowances)?

SATISFACTION LEVEL	RESPONDENTS	PERCENTAGE
EXCELLENT	50	45.45454545
GOOD	50	45.45454545
AVERAGE	10	9.090909091
POOR	0	0
HIGHLY POOR	0	0
TOTAL	110	100

Chart



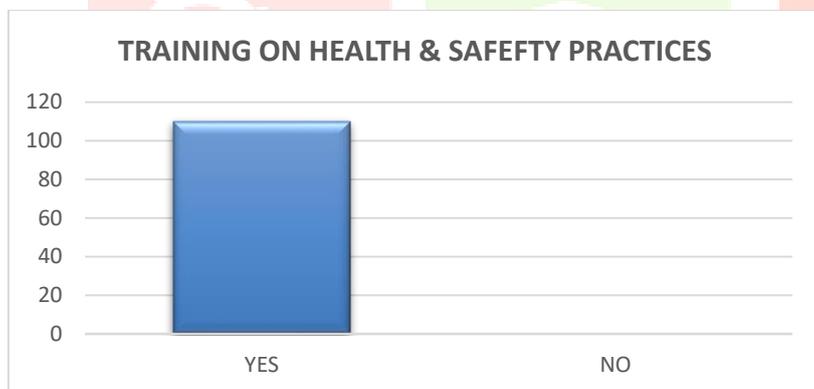
INTERPRETATION :

In the above graph shows that 45% respondents are excellent, 46% respondents are good, 9% respondents are average, no respondents on poor and highly poor on satisfaction with benefits provided. It is observed that majority 46% of employees were good with benefits like bonuses, health insurances etc., in the organization.

TABLE

Have you received sufficient training or guidance on health and safety practices relevant to your role?

SATISFACTION LEVEL	RESPONDENTS	PERCENTAGE
YES	110	100
NO	0	0
TOTAL	110	100



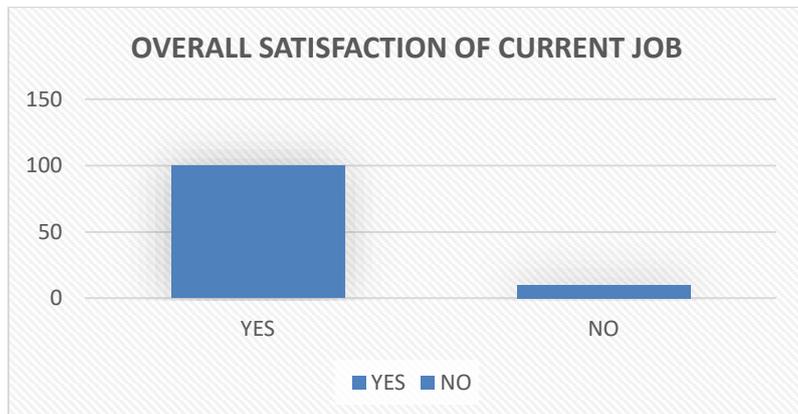
INTERPRETATION :

In the above graph shows that 100% respondents are satisfied and no respondents are sufficient training or guidance on health and safety practices relevant to role. It is observed that majority 100% of employees were satisfied with training or guidance on health and safety in the organization.

TABLE

Are you satisfied overall with your current job?

SATISFACTION LEVEL	RESPONDENTS	PERCENTAGE
YES	100	90.90909091
NO	10	9.090909091
TOTAL	110	100

**INTERPRETATION :**

In the above graph shows that 91% of respondents are satisfied and 9% respondents are dis satisfied with overall current job. It is observed that majority 91% of employees were satisfied with overall current job in the organization.

FINDINGS

- ❖ I found that 11 % of employees were neutral with work environment and company culture in the organization.
- ❖ I found that 15% of employees are dis-satisfied with salary and benefits packages is fair and competitive of role and experience in the organization.
- ❖ I found that 9% of employees are dis-agree with provides sufficient opportunities for career advancement and skill development in the organization.
- ❖ I found that 11% of employees are average with support and communication from managers in the organization.
- ❖ I found that 23% of employees are neutral with current work life balance in the organization
- ❖ I found that 9% of employees are average with benefits like bonuses, health insurances etc., in the organization.

SUGGESTIONS

- 1.Organization has to provide more number of training and development programs and educational plans for the growth and development of employees.
2. Some employees are feeling that they are not getting free hand in taking decision. I suggest that involving them with senior for free hand in taking decision.
3. As management had a good salary packages system but , in some areas it is lacking so management has to revise the salary packages of the employees.
4. Organizatin need to maintain comfortable and safety measurements for overall job satisfaction.
5. I suggest that by giving awards and rewards will motivate them to perform their job well.

CONCLUSION :

This project done in Bharathi cement Corporation Private Ltd, Kamala Puram, Kadapa District has enabled me in identifying the job satisfaction among employees. Employees responded the questionnaire and it was found the analysis that the job satisfaction among them is satisfactory.

The employees are not happy about canteen, medical, job security, salary/wage system. The management should take steps to look after this requirements of the employees.

This study has enabled me to understand the functioning of Iron and cement Industry and also have shown me to interpret my study practically.

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